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ABSTRACT

This detailed examination of the representation of women and minorities in the most responsible positions in the Federal Government shows that such representation in the Reagan administration is below the levels achieved in the Carter administration. It is shown that, although representation levels during the Carter years were in some cases low, these did carry forward a positive trend begun during previous administrations. A number of tables are presented to show that under Reagan, fewer women have been appointed to top fulltime positions at most departments and agencies, and that a sharp drop in the appointments of blacks has also occurred. Also illustrated is a lower representation of women and minority men among presidential appointments to the Federal judiciary, to U.S. attorney and U.S. marshal positions, to ambassadorships, and to top Foreign Service and other positions at the State Department. (CMG)

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Equal Opportunity in Presidential Appointments

ED234132

A Statement of the United States Commission on Civil Rights

June 1983

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U. S. COMMISSION ON CIVIL RIGHTS

The U. S. Commission on Civil Rights is a temporary independent, bipartisan agency established by Congress in 1957 and directed to:

- Investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, handicap, or national origin, or by reason of fraudulent practices;

- Study and collect information concerning legal developments constituting discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, handicap, or national origin, or in the administration of justice;

- Appraise Federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, handicap, or national origin, or in the administration.

- Serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, handicap, or national origin;

- Submit reports, findings, and recommendations to the President and the Congress.

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Introduction

Presidential appointees include department secretaries, undersecretaries and assistant secretaries, other executive branch agency heads, U.S. attorneys, judges, and ambassadors. Over 1,000 such appointments may be made during a President's 4-year term. Few women or minority men 1/ have been included in these top Federal Government policymaking positions during this Nation's history.

Appointment of women and minority men to these positions carries out the principles of equal employment opportunity, sets an example for the rest of the Nation, and helps increase the responsiveness of the Federal Government to their interests and needs. 2/ Presidents have acknowledged the importance of increasing representation of women and minority men in these positions and have made important strides in recent years in this

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1/ The term "minorities," as used throughout this statement, includes American Indians or Alaska Natives, Asians or Pacific Islanders, blacks, and Hispanics. These are the groups which, along with "whites," are the standard classifications for collection and presentation of data on race and ethnicity in Federal program administrative reporting and statistical activities. See, U.S., Department of Commerce, Office of Federal Statistical Policy and Standards, Directive No. 15, "Race and Ethnic Standards for Federal Statistics and Administrative Reporting," May 1978. 43 Fed. Reg. 19,269 (1978). This office is now part of the Office of Management and Budget.

2/ The idea that equal employment opportunity can have a direct bearing on the nondiscriminatory provision of services is articulated in Federal agency regulations. See, e.g., the regulations of the Department of Agriculture, 7 C.F.R. §15.3(c) (1982) and the Department of Health and Human Services, 45 C.F.R. §80.3(c)(3) (1982). See also, U.S., Commission on Civil Rights, The Federal Civil Rights Enforcement Effort, Vol. VI, To Extend Federal Financial Assistance (1975), which clearly states our view that the appointment of more women and minority male high-level administrators would make the Federal Government more responsive to the concerns of women and minority men.

regard. 3/ President Gerald Ford appointed, what appears to have been up to that point, a record number of women to these positions, 14 percent of the total. 4/ During his first year in office, President Jimmy Carter appointed minorities to 14 percent and women to 12 percent of these full-time and part-time positions. 5/ By the end of his administration, those figures had risen to 21 percent and 22 percent, respectively. 6/ During the Carter administration, black males were appointed for the first time as United States Representative to the United Nations and Secretary of the Army. 7/ The first black woman was appointed to a cabinet position, 8/ and another woman became the first of her sex to be named Secretary of Commerce. 9/

3/ The Nixon administration, for example, established an Office of Women's Programs to monitor the administration's appointments of women and prod agencies to select more women for top-level positions. U.S., Commission on Civil Rights, The Federal Civil Rights Enforcement Effort -- 1974, Vol. VII, To Preserve, Protect, and Defend the Constitution (1977), p. 17.

4/ Ibid., p. 48.

5/ The White House, Presidential Personnel Office, Profile: Presidential Appointments (Dec. 28, 1977), cited in U.S., Commission on Civil Rights, The State of Civil Rights: 1977 (1978), p. 32.

6/ Data, effective October 6, 1980, provided by the White House Office of Presidential Personnel (hereafter cited as October 1980 data). The Carter administration appears to have been the first to assemble, by computer, a complete list of all Presidential appointees, full time and part time, agency by agency, and by race, sex, and ethnicity.

7/ Andrew Young and Donald F. McHenry, and Clifford Alexander, respectively.

8/ Patricia Roberts Harris as Secretary of Housing and Urban Development.

9/ Juanita Kreps.

In January 1981 the Commission urged incoming President Ronald Reagan to continue this progress as he selected persons to fill top-level positions in his administration. 10/ The Reagan administration has committed itself to this goal and has reported publicly some appointments data. 11/ During his first 2 years in office, President Reagan has named a black male as Secretary of Housing and Urban Development and an Hispanic male as Assistant Secretary for Fair Housing and Equal Opportunity at the Department of Housing and Urban Development. 12/ He has named the first women to become an Associate Justice of the Supreme Court, Secretary of Transportation, U.S. Representative to the United Nations, and Peace Corps Director. 13/

Reagan and Carter Administration Appointments

In light of the commitments of the last few administrations, the apparently unprecedented levels of women and minority men appointed by President Carter, and the fact that the Reagan administration is the second to compile and report comprehensive data on its appointments, it is appropriate and possible to examine in detail representation of women and minority men in the most responsible positions in the Federal Government. The data in this statement on persons appointed by President

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10/ U.S., Commission on Civil Rights, Report to the President and the Congress (Jan. 1981), p. 4.

11/ See, for example, White House, Office of Public Affairs, The Reagan Presidency: A Review of the First Year, 1981 (undated), pp. 82, 83, and 86.

12/ Samuel R. Pierce, Jr. and Antonio Monroig, respectively.

13/ Sandra Day O'Connor, Elizabeth H. Dole, Jeane J. Kirkpatrick, and Loret Ruppe, respectively. Another woman, Margaret M. Heckler, has been appointed Secretary of Health and Human Services.

Reagan since January 20, 1981, refer to full-time positions, most of which require Senate confirmation; they do not include appointments of persons to part-time boards or commissions or to lower level Senior Executive Service or other noncareer positions that generally lack the policymaking authority of these full-time positions. These data were provided by the White House in April 1983. 14/

Comparable full-time appointments data covering the Carter administration also are provided, with the exception that the Reagan administration data include persons appointed to, but no longer holding, certain positions. The Carter administration figures do not include past Carter appointees no longer in those positions as of October 6, 1980. 15/ This evaluation covers 980 appointments during the first 2 years of the Reagan administration and 1,182 appointments during nearly 4 years of the Carter administration. Tables 1A through 6A are compiled from data provided by the Reagan administration, while tables 1B through 6B were prepared from parallel Carter administration data.

As table 1A reveals, President Reagan has appointed minorities to 8.2 percent and women to 8.0 percent of the 980 full-time positions filled

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14/ Craig L. Fuller, Assistant to the President for Cabinet Affairs, letter to Clarence M. Pendleton, Jr., Chairman, U.S. Commission on Civil Rights, Apr. 8, 1983. (More recent data were submitted on April 20 and 22, 1983.) The Commission previously requested and received similar data from the 13 cabinet departments and a sample of 26 agencies. As the April data provided by the White House were more comprehensive and current than those provided by the 39 departments and agencies, the former are used in this statement.

15/ There is no reason to believe availability of those figures would alter significantly the conclusions in this statement.

TABLE 1A

Race, Ethnic Origin, and Sex of Full-time
Presidential Appointments
January 20, 1981 - April 20, 1983 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	1	2	3 (0.3%)
Black	6	34	40 (4.1%)
Hispanic	5	32	37 (3.8%)
White	66	834	900 (91.8%)
Total	78 (8.0%)	902 (92.0%)	980 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions. Some double-counting is included in these data, whereby persons holding concurrent presidentially appointed positions are counted for each position held, but this does not have an appreciable effect on the percentage figures or conclusions in this statement. Data for Reagan administration appointments also include persons who were appointed to but left positions to which they were appointed between January 20, 1981 and April 20, 1983. Data are not included here for White House staff appointments, nor are three persons included whose race was not reported.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 1B

Race, Ethnic Origin, and Sex of Full-time
Presidential Appointments
As of October 6, 1980 a/

	Female	Male	Total
American Indian/ Alaska Native	0	4	4 (0.3%)
Asian/Pacific Islander	1	6	7 (0.6%)
Black	22	122	144 (12.2%)
Hispanic	4	45	49 (4.1%)
White	116	862	978 (82.8%)
Total	143 (12.1%)	1039 (87.9%)	1182 (100.0%)

a/ Data do not include persons who were appointed to but left before October 6, 1980 a position to which they were appointed by President Carter. They also do not include White House staff appointments, 19 persons whose race could not be determined, or 1 person whose race and sex were undesignated. As with Table 1A, some double-counting is included in these data.

SOURCE: White House, Office of Presidential Personnel. See note 6.

thus far during his administration. As table 1B shows, President Carter had filled over 17 percent of 1,182 such positions with minorities and over 12 percent with women toward the end of his term in office. 16/ The greatest difference in appointments of members of a particular group involved blacks: 4.1 percent of President Reagan's full-time appointees have been black, compared to 12.2 percent of President Carter's appointments. Representation of American Indians or Alaska Natives, Asian or Pacific Islanders, and Hispanics also has declined between October 1980 and April 1983. No American Indians or Alaska Natives have yet been appointed to full-time positions by the Reagan administration.

Tables 2A and 2B show representation of minorities and women among full-time appointments to the 13 cabinet departments. As table 2A shows, President Reagan has appointed minorities to 6.6 percent and women to 8.4 percent of full-time cabinet department positions. Comparable figures for the Carter administration were 16.7 percent and 15.9 percent, respectively (see table 2B). Under both administrations minorities generally had their greatest share of appointments among those made to the Departments of Education, Health and Human Services, and Housing and Urban Development. Women had their greatest share under the two administrations among appointments to the Departments of Education, Energy, and Treasury.

Areas of Particular Concern

The Commission has a number of concerns about representation of women and minority men among appointments by both the Carter and Reagan

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16/ The percentages of women and minority men among all Presidential appointees, full time and part time, may be considerably higher than those for only full-time appointees. As noted, minorities were 21 percent and women 22 percent of all 2,816 Carter appointees. Of 2,708 Reagan administration appointments, full and part time, reported as of March 31, 1983, 7.6 percent were minority persons and 14.3 percent women.

TABLE 2A

Presidential Appointments of Minorities and Women
to Federal Departments
January 20, 1981 - April 20, 1983 a/

Department	Total Number of Appointees	Minorities	Women
Agriculture	16	0 (0.0%)	1 (6.3%)
Commerce	28	1 (3.6%)	1 (3.6%)
Defense	34 b/	0 (0.0%)	0 (0.0%)
Education	26	6 (23.1%)	3 (11.5%)
Energy	22	1 (4.5%)	2 (9.1%)
Health and Human Services	28	3 (16.7%)	5 (27.8%)
Housing and Urban Development	13	2 (15.4%)	1 (7.7%)
Interior	18	2 (11.1%)	1 (5.6%)
Justice	19 c/	1 (5.3%)	1 (5.3%)
Labor	13	1 (7.7%)	1 (7.7%)
Transportation	16	1 (6.3%)	2 (12.5%)
Treasury	23	1 (4.3%)	5 (21.7%)
State	41 d/	0 (0.0%)	1 (2.4%)
Total	287	19 (6.6%) e/	24 (8.4%)

a/ Data are provided only for full-time positions. Data include pending appointments, incumbents, and appointees who have left their positions.

b/ Includes appointments to the Departments of the Air Force, Army, and Navy.

c/ Does not include U.S. Attorney and U.S. Marshal appointments, which are listed separately in Tables 4A and 5A.

d/ Does not include ambassadorial appointments, which are listed separately in Table 6A.

e/ Three appointees (1 percent) were minority (black) women.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 2B

Presidential Appointments of Minorities and Women
to Federal Departments
As of October 6, 1980 a/

Department	Total Number of Appointees	Minorities	Women
Agriculture	12	1 (8.3%)	1 (8.3%)
Commerce	23	0 (0.0%)	4 (17.4%)
Defense	27 b/	4 (14.8%)	1 (3.7%)
Education	18	4 (22.2%)	8 (44.4%)
Energy	17	3 (17.6%)	3 (17.6%)
Health and Human Services	18	4 (22.2%)	3 (16.7%)
Housing and Urban Development	10	3 (30.0%)	1 (10.0%)
Interior	17	4 (23.5%)	2 (11.8%)
Justice	20 c/	5 (25.0%)	1 (5.0%)
Labor	12	2 (16.7%)	4 (33.3%)
Transportation	14	3 (21.4%)	2 (14.3%)
Treasury	21	4 (19.0%)	4 (19.0%)
State	24 d/	2 (8.3%)	3 (12.5%)
Total	233	39 (16.7%) e/	37 (15.9%)

a/ Data include only incumbents and appointments pending confirmation as of October 6, 1980. Since these positions are virtually identical to positions identified as full-time by the current administration, they are presumed to be full-time.

b/ Includes appointments to the Departments of the Air Force, Army, and Navy. Does not include one person for whom race was not reported.

c/ Does not include U.S. Attorney and U.S. Marshal positions, which are listed separately in Tables 4B and 5B respectively, or one person for whom race was not reported.

d/ Does not include ambassadorial appointments, which are listed separately in Table 6B.

e/ Five appointees (2.1%) were minority (4 black and 1 Asian/Pacific Islander) women.

SOURCE: White House, Office of Presidential Personnel. See note 6.

administrations. First, few women have been appointed to top full-time positions at most departments and agencies. This is particularly true of the Reagan administration. Overall, women have received only 8 percent of the 980 appointments by President Reagan examined here, a decline from the 12.1 percent figure for women included among President Carter's 1,182 appointments. Under both administrations, women have been almost totally excluded among appointees to some departments, notably Agriculture, Defense, and Justice. Minority women are virtually absent from the Reagan administration's appointments, as table 1A shows, only 1.2 percent of his 980 appointments. Table 1B shows that only 2.2 percent of President Carter's appointees were minority women.

Second, a sharp drop in appointments of blacks also is indicated by these tables. Only 4.1 percent of President Reagan's full-time appointees have been black, compared to 12 percent of President Carter's appointees. Very few Asians or Pacific Islanders have received Presidential appointments, 0.6 percent of appointees during the Carter administration dropping to 0.3 percent during the Reagan administration. Further, minorities generally have been almost totally absent from appointments by the Reagan and Carter administrations to full-time positions at the Departments of Agriculture, Commerce, and State. President Reagan has appointed no women or minority men to the Department of Defense.

The Commission also is concerned about the low representation of women and minority men among Presidential appointees to the Federal judiciary and to United States attorney and United States marshal

positions. These positions are especially sensitive from a civil rights perspective because the appointees play vital roles in interpreting and enforcing the Nation's laws. For this reason, the most significant achievement by any President in recent years with regard to Presidential appointments may have been President Carter's naming of minorities to almost 23 percent (16.1 percent black) and women to 15.1 percent of his 298 judicial appointments (see table 3B). By contrast, President Reagan has appointed 121 persons to judicial positions, only 6.6 percent of whom are minorities (2.5 percent black) and 8.3 percent women (see table 3A).

Representation of minorities among appointees to U.S. attorney and U.S. marshal positions has declined sharply. Only 4.3 percent of President Reagan's 93 appointments of U.S. attorneys have been minorities, as table 4A points out. Table 4B shows that minorities were 12.6 percent of Carter administration U.S. attorney appointments. Representation of women in these appointments, traditionally low, has fallen from 4.6 percent under President Carter to 2.2 percent under President Reagan.

President Reagan has appointed minorities to 9.9 percent and women to 1.2 percent of the 81 U.S. marshal positions he has filled thus far, as table 5A notes. By contrast, President Carter filled over 24 percent of his 87 U.S. marshal appointments with minorities, but appointed no women to these positions (see table 5B). Although President Reagan was the first President to name a woman to the U.S. marshal service, representation of women among appointees to Federal judiciary and related positions continues to be low, and there has been an apparent reversal of recent

TABLE 3A

Race, Ethnic Origin, and Sex of Presidential Appointments to the Federal Judiciary January 20, 1981 - April 20, 1983 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	1	1 (0.8%)
Black	0	3	3 (2.5%)
Hispanic	0	4	4 (3.3%)
White	10	103	113 (93.4%)
Total	10 (8.3%)	111 (91.7%)	121 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions. They do not include 3 appointees whose race was not reported.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 3B

Race, Ethnic Origin, and Sex of Presidential Appointments to the Federal Judiciary As of October 6, 1980 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	2	2 (0.7%)
Black	8	40	48 (16.1%)
Hispanic	1	17	18 (6.0%)
White	36	192	228 (76.5%)
Other	0	2	2 (0.7%)
Total	45 (15.1%)	253 (84.9%)	298 (100.0%)

a/ Data are provided only for incumbents as of October 6, 1980 and appointments pending as of that date. Data do not include two appointees whose race was undesignated.

SOURCE: White House, Office of Presidential Personnel. See note 6.

TABLE 4A

Race, Ethnic Origin, and Sex of Presidential
U.S. Attorney Appointments
January 20, 1981 - April 22, 1983 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	1	1 (1.1%)
Hispanic	0	3	3 (3.2%)
White	2	87	89 (95.7%)
Total	2 (2.2%)	91 (97.8%)	93 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 4B

Race, Ethnic Origin, and Sex of Presidential
U.S. Attorney Appointments
As of October 6, 1980 a/

	Female	Male	Total
American Indian/ Alaska Native	0	2	2 (2.3%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	6	6 (6.9%)
Hispanic	1	2	3 (3.4%)
White	3	73	76 (87.4%)
Total	4 (4.6%)	83 (95.4%)	87 (100.0%)

a/ Data are provided only for incumbents as of October 6, 1980 and appointments pending as of that date.

SOURCE: White House, Office of Presidential Personnel. See note 6.

TABLE 5A

Race, Ethnic Origin, and Sex of Presidential
U.S. Marshal Appointments
January 20, 1981 - April 20, 1983 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	5	5 (6.2%)
Hispanic	0	3	3 (3.7%)
White	1	72	73 (90.1%)
Total	1 (1.2%)	80 (98.8%)	81 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 5B

Race, Ethnic Origin, and Sex of Presidential
U.S. Marshal Appointments
As of October 6, 1980 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	3	3 (3.4%)
Black	0	13	13 (14.9%)
Hispanic	0	5	5 (5.8%)
White	0	66	66 (75.9%)
Total	0 (0.0%)	87 (100.0%)	87 (100.0%)

a/ Data are provided only for incumbents as of October 6, 1980 and appointments pending confirmation as of that date.

SOURCE: White House, Office of Presidential Personnel. See note 6.

progress in increasing minority representation among these appointments.

Similarly, women and minority men remain unlikely to be found representing the United States abroad and in international diplomatic circles as United States ambassadors. There has been a slight decline in progress made during the Carter administration. Table 6A shows that President Reagan has appointed 125 ambassadors, 8 percent of whom have been minorities and 5.6 percent women. As table 6B shows, 8.8 percent of President Carter's 159 ambassadorial appointments were minorities and 7.5 percent were women. No Asian or Pacific Islander has been selected as an ambassador by either administration.

The Commission has commented before on the low representation of women and minority men in top Foreign Service and other positions, career and noncareer, at the State Department. 17/ Table 2A shows that minorities and women currently are almost totally absent from top appointed positions, other than ambassador, at the State Department. No minorities and only one white woman is listed among the 41 appointments to these positions since January 20, 1981.

Conclusion

The Commission is disappointed and concerned that overall representation of women and minority men among top Reagan administration appointees thus far is below the levels achieved during the Carter administration. As noted, those levels, in some cases, were low to begin with but did

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17/ See, U.S., Commission on Civil Rights, Equal Opportunity in the Foreign Service (1981).

TABLE 6A .

Race, Ethnic Origin, and Sex of Presidential
Ambassadorial Appointments
January 20, 1981 - April 20, 1983 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	6	6 (4.8%)
Hispanic	0	4	4 (3.2%)
White	7	108	115 (92.0%)
Total	7 (5.6%)	118 (94.4%)	125 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions. They also include appointments of seven representatives to international organizations, such as the United Nations and the North Atlantic Treaty Organization, and the special trade representative.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 6B

Race, Ethnic Origin, and Sex of Presidential
Ambassadorial Appointments
As of October 6, 1980 a/

	Female	Male	Total
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	2	9	11 (6.9%)
Hispanic	0	3	3 (1.9%)
White	10	135	145 (91.2%)
Total	12 (7.5%)	147 (92.5%)	159 (100.0%)

a/ Data are provided only for incumbents, as of October 6, 1980, and appointments pending confirmation as of that date. They also include appointments of 11 representatives to international organizations. One appointee whose race was not designated is not included in these data.

SOURCE: White House, Office of Presidential Personnel. See note 6.

carry forward a positive trend begun during previous administrations. The Reagan administration must, and has the opportunity to, make a major effort to appoint women and minority men to full-time, top-level positions during its remaining tenure, thereby continuing this trend of increasing the numbers of women and minority men in the Nation's most responsible Federal leadership positions.

The availability of qualified women and minority men for full-time Presidential appointments should not be in doubt. For example, 1980 census figures show that more than one-third of all State legislators and more than 17 percent of all judges in our society are women. 18/ Recent elections in Chicago, Denver, and Philadelphia indicate that black and Hispanic candidates for such offices as mayor are increasingly active and successful in public affairs. Between 1965 and 1982 the number of black elected officials - Federal, State, and local - increased tenfold, from about 500 to more than 5,100. 19/ Women and minority men thus are increasingly acquiring the same public leadership responsibilities and experience that have characterized the backgrounds of white males who have received Presidential appointments.

Finally, the Commission believes that each administration should collect and make available to the public the kind of detailed data provided the Commission by both the Carter and Reagan administrations on the race, sex, and ethnicity of persons receiving Presidential appoint-

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18/ Scientific Manpower Commission, Professional Women and Minorities, 4th ed., Table 4-7, p. 20 (to be published).

19/ Joint Center for Political Studies, Black Elected Officials and Their Constituencies, Wash., D.C., 1983, p. 1.

ments. 20/ We believe the public should have the opportunity to assess the extent to which the selection of persons to fill top leadership positions in the Executive and judicial branches of the Federal Government reflects the diversity of our society.

20/ The Commission is pleased that the Reagan administration has released data concerning Presidential appointees on the White House staff. No previous administration, to the Commission's knowledge, had done so. These figures were part of the data, effective April 20, 1983, provided by the White House. Of 138 White House program staff appointments between January 20, 1981 and April 20, 1983, 5.7 percent were minorities (4.3 percent black and 1.4 percent Hispanic) and 16.7 percent women. (White House, Office of Presidential Personnel).